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Approved For Release 2005/08/02 : CIA-RDP82-00357R000300080011-3

3 July 1978

MEMORANDUM FOR: Deputy Director for Administration

FROM: Charles A. Bohrer, M.D.  
Director of Medical Services

SUBJECT: Psychiatry

REFERENCE: Your Memo dated 7 June 1978, Same Subject,  
(DDA 78-2310/1)

1. In response to your memorandum as well as the memorandum from the DDCI, I have met and discussed this matter with the Director of Personnel and the Director of Training. There appear to be several issues to be addressed, which will be dealt with separately in this memorandum.

2. At my request, the Director of Training has compiled a list of OTR courses in which psychiatry is currently used. The list is attached for your perusal. (Attachment A) Though there are no psychiatrists involved in the Program on Creative Management, I would add that course to the list because many basic principles common to both psychiatry and psychology are incorporated in that course. It is my opinion that there are perhaps additional areas where psychiatry and psychology should be added to other OTR courses, such as the CT Program and the operational courses. Final decision on such should await further definition of goals that may be better defined by you and the DDCI.

3. In terms of the role played by psychiatry in the employment process, the following procedure is now being used. All candidates for employment complete a document called a Personal Index. (Attachment B) Completion of this form requires approximately an hour and provides a summary of the life history of the applicant.

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The Personal Index was designed by the Psychiatric Staff and has been modified over the years to meet changing Agency needs as well as legal requirements. Upon professional review of this document, a decision is made whether further evaluation is needed in the form of an individual psychiatric interview. Therefore, all applicants for employment are not routinely interviewed by a psychiatrist, but may be approved for employment solely on the basis of review of the Personal Index. As a result of requests from sponsoring components, several categories of employees are routinely interviewed by a psychiatrist at various stages in their Agency experience. These categories have evolved over a period of years and a list of them is attached. (Attachment C)

4. The question of evaluation of spouses has been raised. You will note from the previously mentioned list that currently some dependents are now being evaluated on a routine basis. The only ones being medically evaluated pre-employment (both physical and psychiatric examinations) are commo dependents. This is a recent innovation begun at the request of the Office of Communications with the approval of the Office of General Counsel. The procedure was instituted because OC was finding too many wives of new employees who brought with them at the time of EOD unknown medical problems which precluded overseas assignments. Thus OC found itself encumbered with an employee hired for overseas who could not serve because of medical problems in the spouse.

5. Whether there are other groups of dependents who might be included in routine psychiatric evaluations is a decision that in my judgment requires careful review by senior management before any further action is taken.

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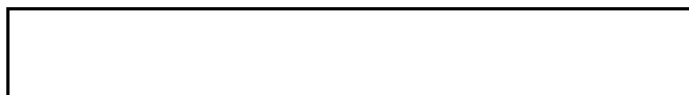
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8. As a separate and ongoing project, it is recommended that a task force be instituted as outlined in Attachment D. I have discussed this proposal with the Director of Personnel since I recommend using the Personnel Evaluation Board as the principal mechanism for bringing together and evaluating data. This board, as you are aware, is now formally constituted by regulation. The Director of Personnel has responded in a positive manner to the suggestion.

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Charles A. Bohrer, M.D.

Attachments

cc: ✓ Director of Personnel w/o Att. B  
Director of Training w/o Att. B

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